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the industrial revolution on women's work, and in a book of this size they can not all be dealt with adequately; but Miss Hutchins' rare familiarity with the sources of English industrial and social history in the nineteenth century has made it possible for her to shed new light on many of these questions. The two chapters on "women in trade unions" deal at some length with the United States and Germany as well as with England, but the section on the United States contains no new material for American students.

A most valuable chapter is contributed to the book by Mr. J. J. Mallon, secretary of the Anti-Sweating League, on "Women's wages in the wage census of 1906." Mr. Mallon not only analyzes the data that are to be found in this great collection of wage statistics but also discusses the movement and the tendencies of women's wages, a discussion which is particularly valuable because of the writer's connection with the minimum wage boards in England and his first-hand knowledge of many aspects of the problem of low wages.

In a preface Miss Hutchins explains that this book was prepared before the outbreak of the war, which delayed its publication. She has very wisely added, however, what the social historian of the future will regard as a valuable contemporary account of "The effects of the war on the employment of women" (ch. 7, pp. 237-267). For it is now generally accepted that in the belligerent countries a second great "industrial revolution" is in progress which is again radically changing the status of women in industry.

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*Industrial Home Work in Massachusetts.* By the DEPARTMENT OF RESEARCH, WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION, Boston. Prepared under the joint direction of the MASSACHUSETTS BUREAU OF STATISTICS and AMY HEWES. (Boston: Women's Educational and Industrial Union. 1915. Pp. xxxi, 191. 80c.)

The reader of this study of industrial home work in Massachusetts is again conscious of how watchfully Massachusetts keeps pace with her own industrial and social problems. Of the several "vigilance committees" active in the field of social welfare, none has been more vigilant than the Women's Educational and Industrial Union where economic conditions affect the industrial status of women. The present report astonishes even those who

have thought themselves informed, for it discloses what has, unobserved, grown to be a "widespread custom of so-called home work" in connection with many industries throughout the state, especially in the manufacture of wearing apparel, jewelry and silverware, paper goods, sporting goods, and celluloid goods. At the present time home work is licensed only in the clothing trade. A pertinent question therefore arises as to conditions under which such work is carried on where it is entirely unregulated.

It is interesting to note in Miss Kingsbury's preface how her own point of view became completely reversed by the facts brought out by this investigation. From a believer in the "possibility of a return to domestic production" through "home work" she became a supporter of total prohibition of home work.

Briefly summarized, the report puts the following facts beyond controversy: (1) A very low average wage obtains in home work. Fifty per cent of home workers earn less than 8 cents an hour, which means less than \$4.32 for a 54-hour week; and 22 per cent earn less than 5 cents an hour, or less than \$2.70 a week. (2) Employment is extremely irregular and (3) of such character that it offers no direct competition to factory workers. (4) Child labor is a conspicuous feature, one fifth of all workers being under fourteen years of age; (5) the majority, three fifths, however, are married women who take this means of adding something to the regular family income. (6) Very few families actually depend upon home work for a living, only 36 out of 1450. Most households have other adequate source of income and regard earnings from home work as supplementary only. (7) Living conditions in these homes were almost universally reported to be good.

Home work, in Massachusetts, therefore, is not characterized by the evils of sweated industries found elsewhere, notably in England and New York where numbers of women in congested districts gain a precarious livelihood working for very low wages and excessively long hours "in a state of economic exploitation." Nevertheless, it already shows tendencies that portend no good for the future. Low wages, long hours, child labor, and uncertain sanitary and health conditions are already present. Home work is today an unskilled monotonous process "in no way tending to rehabilitate production in the home whereby women may evade economic parasitism." The educative values of a handicraft are totally lacking.

Under these conditions a *laissez faire* policy is deemed indefensi-

ble and the report considers in detail the relative merits of systematic regulation through licensing, or the alternative of prohibiting such home work entirely. Regulation by licensing involves inspection and would be extremely difficult and costly. For over twenty years Massachusetts has tried to control home work on wearing apparel, yet more than half the families visited at work on wearing apparel had no license. To inspect and license home work in the numerous and widely scattered industries in which it is now found and to enforce the recent prohibition of child labor in such work (c. 831 Acts 1913) would require more than four times as large a force as for wearing apparel alone. This would mean to the state an expenditure out of all proportion to the value of this product to the community. Total prohibition, on the contrary, could be fairly easily enforced by the present corps of inspectors. It would be directed against the manufactures where other laws are being enforced; the inspectors could readily judge from the kind of product where there is danger of home work and violations could be easily discovered, especially with the coöperation of local health boards, the schools, and social workers.

"Total prohibition should be the goal for which we should work," and no steps should be taken which lead in any other direction. Such was the consensus of opinion expressed in resolutions which were adopted by a committee representing the leading agencies in Massachusetts concerned with social welfare after study of this report and Industrial Bulletin No. 4 of the State Board of Labor and Industries. This bulletin, an analysis of records respecting licensed home workers, was also prepared by the Research Department of the Women's Educational and Industrial Union and corroborates and supplements the original study.

Prohibition as an immediate remedy seemed, however, too drastic and a bill for more moderate restriction was presented to the legislature. This required manufacturers who give out home work of any kind to send a list of such employees monthly to the Board of Labor and Industries and prohibited home work only on children's clothing, toys, foods, and things to do with foods, toothbrushes, handkerchiefs, and table linen. The bill was referred to the next General Court.

The student of social and industrial problems will appreciate the well-devised plan of this investigation, the skill and intelligence shown in the presentation and tabulation of material, and the carefully prepared bibliography (appendix C). Such social ser-

vice has nothing of the spectacular about it and is too little regarded by the general public, for only on the basis of such painstaking investigation can a sound constructive public policy be built. The present study is especially timely not only for Massachusetts in showing her her problem before she has a developed "evil" to combat but equally sounds a warning and sets an example to other industrial states facing similar economic tendencies.

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*The Relation of Irregular Employment to the Living Wage for Women.* By IRENE OSGOOD ANDREWS. Prepared for the New York Factory Investigation Commission in coöperation with the American Association on Unemployment. Fourth Report of the New York Factory Investigating Commission, Vol. II, pp. 497-635. (Albany. 1915.)

*Unemployment among Women in Department and Other Retail Stores of Boston.* Bulletin of the United States Bureau of Labor Statistics, No. 182. (Washington. 1916. Pp. 72.)

*Regularity of Employment in the Women's Ready-to-Wear Garment Industries.* Bulletin of the United States Bureau of Labor Statistics, No. 183. (Washington. 1916. Pp. 155.)

These three studies show the difficulties connected with the promotion of the ends sought by the minimum wage laws which have been enacted in eleven states. Mrs. Andrews' well-organized compilation of material found in previous investigations, the Labor Bureau study of pay-rolls representing 150,000 workers in 500 establishments engaged in what is generally recognized as a seasonal trade, as well as the intensive study of one occupation where employment has been believed to be fairly regular, all produce evidence showing that more menacing evils than the inadequacy of the weekly wage are in need of attention. As the policy of retaining competent workers on part-time is generally adopted, many industries in which women are largely employed show seasonal fluctuations not alone in the numbers engaged but also in the amounts earned by those kept on the pay-rolls. Nor is irregularity of employment the only serious condition revealed by these studies. The amazing amount of shifting from one industry to another must promote the inefficiency that justifies the arguments of those economists who insist that it is impossible to enforce the payment of an unearned wage. Yet thorough training